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Lifelong learning: A tri-sector responsibility for ensuring relevance

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Learning & Development (/category/compensation-performance/training-development?utm_source=post_article&utm_content=training-development)

Lifelong learning: A tri-sector responsibility for ens

When changes cause reduction or elimination of skilled employees, the impact on the business, employees, and local community can be significant. Ho



In the learning and development circles, there is quite a bit of discussion about the importance of lifelong learning these days. While this is not necessarily a break-through idea tapping into digital platforms for developing new skills. The key question is who has the responsibility for lifelong learning? Businesses provide support for current jobs, the gov developing new skills when your career is disrupted by technology advances, there is not a clear solution. In other words, it is up to you to maintain your relevance over the life

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Most governments spend significant amounts on education, but this typically stops after university age professional education that is available for citizens later in life

This may sound okay, but most individuals do not have the discipline, means, or know-how to develop future skills. When autonomous vehicles arrive, who will facilitate the re- as the government as a vested interest in keeping people employed with good skills; the businesses want people with good talents, and the non-profit organizations benefit from

When the Boeing experienced a significant downturn in 1970, they released 35,000 employees, who were suddenly faced with a challenge of finding new employment in the S This layoff was devastating for the city of Seattle due to the ripple effect on all the suppliers and supporting businesses, it had a significant impact on the economy and govern government affected the entire state. We have seen other such layoffs around the world over the years as businesses are sometimes forced to make rapid adjustments due to elimination of certain skilled employees, the impact on the business, employees, and local community can be significant. How do we work toward preventing these situations ar

Hence the importance of lifelong learning to maintain relevance as the cycles of disruption are coming more frequently to economies and industries all around the world. Of cou should also do their part to support lifelong learning. Since all sectors have a vested interest in the human capital in their region, it would be great to see more tri-sector support

Government role

Many countries have social systems to help people who are unemployed by providing retraining and perhaps other services to assist in the job search. However, this is often to education, but this typically stops after university age. It would be great to see more ongoing support of vocational and professional education that is available for citizens later provides annual funding for all Singaporeans to attend qualified courses and training in areas that may be useful for a current or future career. Investing in skills becomes a crit

Business role

Large companies will provide training and on-the-job learning for employees for skill and professional development. In some cases, firms have corporate universities with cours and the company, most organizations are not thinking about course offerings to help people find their next career. Yet, that is exactly what is needed when we consider lifelong For example, the global consumer products firm, Unilever, recently announced the introduction of an internal talent marketplace called “Flex Experiences” based on an AI-powe

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Non-profit role

Many of the non-profit organizations are concerned with the welfare of those in society who may have special needs or require support. In many cases, these organizations recognize that there are several associations to help the disadvantaged youth and elderly in society, there is often not enough resources to provide proactive re-skilling services on a private network of non-profit providers to join forces in addressing cradle to grave education needs. The ambitious vision for the Lifelong Learning Platform is to ensure equity and social

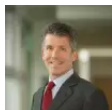
It is encouraging to see some examples from governments, businesses, and non-profit sectors supporting the lifelong learning needs of individuals. As technology advances and develops skills or perhaps reskill. Of course, individuals must be proactive in seeking out opportunities to remain relevant and develop new competencies in their areas of interest. Working together, it would be great to see more efforts to support society's needs for learning, developing, and preparing for the future.

Topics: Learning & Development (/category/compensation-performance/training-development?utm_source=post_article&utm_content=training-development)

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Diversity (/category/organizational-culture/diversity?utm_source=post_article&utm_content=diversity)

Are Thai workplaces still unwelcoming to LGBT peo

The latest UNDP survey uncovers a persistent belief that LGBT people are not welcome in the workplace: in other words, they are not welcome to partic



In Thailand, one-quarter of non-LGBT people apparently think it is all right to discriminate against LGBT people in work settings; another 11.5 percent are undecided.

This insertion of personal bias into what should be a professional setting was among the findings of a recently released report by the United Nations Development Program. It s Thailand's reputation for being, among the ASEAN countries, the safest and even the most welcoming for LGBT people.

The report, "Tolerance but not Inclusion", found that under Thai society's broader attitude of tolerance lies an ongoing struggle to define when and where LGBT people can live environment.

The shape of workplace discrimination

"In Thailand, you can have a lot of differences and people generally tolerate that. But if the differences come too close, like in the family or in the workplace, then it becomes av Workplace Pride. And Thai companies, he adds, are poorly prepared to handle such awkwardness. Diversity is a foreign concept to them, and they seldom have experience m:

For LGBT job-seekers, the companies' attitude becomes a significant handicap. A 2018 study by the International Labor Organization found that almost half of LGBT job-seekers identity, or gender expression; another 33 percent said they were questioned about their sexuality and personal lives during job interviews. A World Bank study during the same sexual orientation.

LGBT people are also more likely than non-LGBT people to be excluded from higher-status and higher-paying jobs, either because they are not hired for these jobs in the first ; of verbal harassment, loss of credibility, and lack of acceptance and respect by colleagues."

All these things place a weight of fear on LGBT people in the workplace, one which is not unfounded: the ILO survey found that 14 percent of LGBT employees in Thailand had

Companies pay a price as well

Thai law may not have provisions against workplace discrimination, but companies which permit it are essentially throwing monetary and human capital away, says Overdijk. "F people who have to hide at the workplace are 30 percent less productive compared to their colleagues," he points out. "That means a company that keeps people hiding is thro The UNDP report also highlights how workplace discrimination backfires on society as a whole simply by dragging down income earners and, by extension, their families.

"The ability for members of society to earn a sustainable living as well as be fully productive workers is central to the successful economic development of a nation," wrote Prof discrimination block LGBT people and their families from reaching their full potential as workers, students and community members."

Employers can provide a safer, kinder working environment

People Matters spoke to Dow Chemical Thailand, which partnered with UNDP to launch the "Tolerance but not Inclusion" report, on how the company makes its workplace safe group specifically for LGBTQ+ issues, and has seen considerable success in increasing and maintaining a sense of belonging and work-life satisfaction among group members

Leaders of the group, known as GLAD, shared a few pointers about how they have made their model work since its creation in 2000. The most important thing, they said, was i open to anyone who wanted to learn more or offer support.

The second thing was to gain the visible support of leaders within the company. This went a long way towards increasing the acceptance of other employees.

Most importantly, the group focused on education and acceptance. It is firm that its objective is not to make all of Dow's LGBTQ+ employees come out, nor does it intend to ma

A spokesperson from the employee resource group told People Matters: "We can't force people to be allies, nor can we expect that everyone will support us on our journey; ho often about educating people, the spokesperson added: helping them to handle LGBTQ+-related topics, to build their knowledge of issues that affect the community, and demo

Commenting on the role that such groups play in the workplace, Overdijk says: "Visibility is very important. As long as gays and lesbians are not visible at the workplace, the st safe."

And how can a workplace be made safe for LGBTQ+ employees?

By being very firm about the reality that they are people like you and I, says Overdijk. "They are just like other people. They live their lives. They fall in love. They are employee

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Timo Tapani Ojanen

Good points overall, but it should be added that Thailand does have legal provisions against workplace discrimination. The Gender Equality Act of 2015 explicitly fort Whether it also covers sexual orientation is open to interpretation.

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